



R.A.C.C.E.

Challenging systems of oppression by advocating for culturally competent educational practices.

RADICAL ADVOCATES FOR CROSS-CULTURAL EDUCATION

Board of Education Commissioners
Board of Education, City of Waterbury
Waterbury, CT 06702

December 21, 2017

Re: Hiring Process of Waterbury Public Schools' Superintendent

Dear Commissioners

The hiring of the next superintendent of schools will determine the quality and effectiveness of education for current and future students attending the Waterbury Public Schools. Ultimately this decision has the potential to positively impact every aspect of life in Waterbury. As the elected officials and city employees who have been chosen to guide this process, we urge you to be thorough, transparent and remain steadfastly committed to hiring an educator who can lead, innovate, and is willing to take risks to meet the complexities and challenges our students and educators face every day.

The next superintendent of schools will need the support and trust of our entire community to transform our schools. We firmly believe the only way to do that is to democratize the hiring process. We believe this can be accomplished by executing these best practices:

- The hired consultant must be tasked with developing and conducting a thoughtful, timely process for gathering Board, staff, parent and community input for the establishment of criteria for the selection process.*
- The business community, members of the clergy, non-profit support agencies, and most importantly parents must have the opportunity to interact with candidates in a private setting and be given the opportunity to provide feedback to the decisions makers on each candidate.
- An independent body with no official connection to the schools, elected officials, or city employees must be allowed to conduct at least three community forums where finalists can address a broad range of topics concerning the Waterbury Public Schools.

We remain passionately committed to advocating for school improvements that ensure positive outcomes for all students but specifically for the historically underserved and under-protected students. This includes the process of hiring the next superintendent of schools. We believe we can successfully facilitate the community forums and successfully create a rubric for community feedback as well as aggregate the survey data through an easily accessible medium. We can be reached via phone or email as indicated below to further discuss these recommendations.

Sincerely,

Arlene Young, Chantae K. Campbell and Robert Goodrich
Founders of RACCE

* Washington State School Directors Association's Superintendent Search Guide, Michael R. Boring, Ed. D., 2011. Accessed via: <https://files.eric.ed.gov/fulltext/ED521565.pdf>